

*Cont. page 3*



## Commissioner's Corner

**A**s my first newsletter column since being appointed Acting Commissioner for the Department of Correction by Governor Bredesen on July 13, I would like to begin by saying thank you to the entire staff of this department. I understand that times of change like we've recently experienced can sometimes bring fear and uncertainty. I want to assure you that I intend to work hard to continue the important vision of rehabilitation while ensuring public safety for all Tennesseans. I know I can count on your continued support during this transition, much like the sincere cooperation and assistance I've already experienced across the state.



Many of you have heard the good news about the department receiving nearly half of the available employee compensation funds this year. To be exact, TDOC was notified by the Department of Personnel that approximately \$3.5 million of the \$7.2 million compensation funds will have an impact on correctional officer and nursing positions.

I am so pleased because these funds should help us to address the salary inequity that exists for these positions and also provide much needed assistance to our recruitment and retention efforts. I also understand the concern and frustration that many TDOC employees feel right now that were not impacted by these employee compensation funds.

Compression of state employees' salaries is the biggest problem we face in compensating our employees. Action that you may not be aware of is through the passage of Public Chapter 503, in which the General Assembly directed the Department of Personnel and the Tennessee State Employees Association to conduct a joint study to address the issue of compression of state employees' salaries, as well as the development of a plan to eliminate compression. The recommendations and findings are to be reported by October 15, 2005.

During my travels to different institutions in recent weeks, it has been brought to my attention by several correctional officers that there are rumors circulating that a substantial pay raise is anticipated for October 15. Please be aware that this information is not accurate. The findings of the compression study are to be reported to the General Assembly on this date, and a pay raise for all correctional officers could not be implemented until the legislature approved the necessary funding and included a funding package in an upcoming budget cycle.

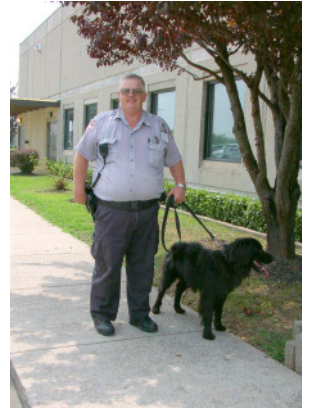
The good news is that officials with the Department of Personnel and the TSEA have already met to begin the task of addressing this issue. I am hopeful that during the next legislative session, this study will help address the compression problem and bring some much needed relief to our correctional officers and state employees across the board. I will keep you posted.

For details on how the current employee compensation funds are being allocated, please contact human resources or see the article in this edition of *TDOC Newslines*.

Thank you for your dedication and let's continue to have a great year! ■

## TDOC Prepares to Implement Regional Drug Dog Teams to Help Combat Prison Contraband

In April 2005, Senator Doug Jackson (D-Dickson) proposed re-implementing a drug dog program within the Tennessee Department of Correction in order to enhance public safety by preventing contraband smuggling. A legislative appropriation of \$481,000 one-time funds and \$288,000 recurring was recommended and passed for FY05-06, making the funds available to the department on July 1, 2005.



The Department of Correction is now preparing to establish a specialized canine program that is designed to help combat contraband statewide and prevent drugs from being smuggled behind the prison walls as a result of this legislation.

Six drug dog teams, two teams per region, have been selected and will be trained over the next three months. Correction officials have teamed up with K-9 specialists with the Tennessee Department of Safety to properly train security staff to be handlers, as well as ensuring quality canine selection and training.

The Department of Safety's specialized 10-week training course is tentatively set to begin September 6, 2005 and will be held at the TDOC Goose Creek Training Center in Nashville. The following Correctional Corporals will serve as canine handler trainees: James Dickens, West Tennessee State Penitentiary; Easton Lebo, Northwest Correctional Complex; Michael Tablack, Charles Bass Correctional Complex; Charles Luellen, Turney Center Industrial Prison and Farm; William Lambert, Northeast Correctional Complex and Danny Bunch, Brushy Mountain Correctional Complex.



The 10-week course will consist of both hands-on situational field training and classroom academics. Two written tests, five training evaluations and a final practical evaluation must be passed in order for the handler and canine to be certified. The trainees will also be responsible for drafting TDOC policy for the drug dogs and development of a program manual.

TDOC canines will be trained to identify scents including marijuana, cocaine, heroin and methamphetamine. They will also be able to locate scents for crack and ice, derivatives of cocaine and meth.

Let's offer congratulations and best of luck to these officers as they embark on this new endeavor with TDOC. ■

# Tennessee Prison for Women NewStart Transition Community Opens July 1, 2005

Continued

In order to be eligible for the transition center program, an offender must meet the following criteria:

- Annex placement eligible
- Referred by the Board of Probation and Parole
- Within 12-15 months of release eligibility date or expiration of sentence
- Class A or B medical status (must be able to perform job functions)
- No class A or B disciplinaries within last six months
- CBCX only: Convicted in Davidson County or surrounding county

The transition community has a multi-disciplinary staff consisting of both security and counseling. TPW security supervisors Sgt. Binkley and Corporal Smith have been heavily involved in the program, from training of staff to rule development for the new transition center. These rules are applicable to all offenders participating in the program, and include details of inmate accountability for all behaviors. Participants will be held to a higher level than other's assigned to the annex site. These officers also ensured that the rules did not conflict with existing TDOC policy.

## The Proof is in the Research

In 1968, Georgia passed the work release law enabling legislation that led to the opening of its first pre-release center in 1969. By taking this major step, Georgia set into motion a system of change that has evolved into what is now known as "Transitional Community." The purpose of these centers is to "1) provide an opportunity for offenders to secure employment, participate in therapeutic groups and reunite with family and 2) assist the offender in making the transition from prison to freedom effectively and permanently."

Several other states have followed Georgia's lead. Some of those states include Texas, California, Missouri, New York, Illinois, Maryland, Kentucky, Wisconsin, Wyoming, Ohio, Delaware and Oregon to name a few. The transitional programs have accomplished two important goals for their respective states:

- Improved public safety and public health through reduced victimization and improved quality of life for the offender and their families
- Contributed to significant cost savings both direct and indirect for their states

Transition centers in many state corrections departments have proven that this type of programming makes good fiscal sense. A 1997 *RAND* study looked into the relative benefits of spending additional dollars to increase employment, cut drug consumption and drug related crime via different treatment interventions and improving the social re-entry process for returning offenders. The research concluded that spending funds to reduce drug use through treatment and enhancing employment opportunities of offenders rather than incarceration would reduce serious crime 15 times more effectively.

Another study in California reported savings from treatment and employment programs of \$1.5 billion over 18 months, with the largest savings coming from reductions in crime. The study estimated that for every \$1 spent on treatment and employment programs for re-entering offenders, approximately \$7 could be gained in future savings. These figures are quite compelling, and the department views transition centers not only as a sound fiscal decision but also one solution in dealing with the state's projected prison bed demand. ■

*TDOC has experienced dramatic growth in felony inmate population over the past 10 years. Due to this large increase, the state is faced with building new prison beds. Based on the current growth trends and considering the January 2008 completion of two prison expansion projects, the inmate bed demand estimate will still be 1,650 in June 2012.*

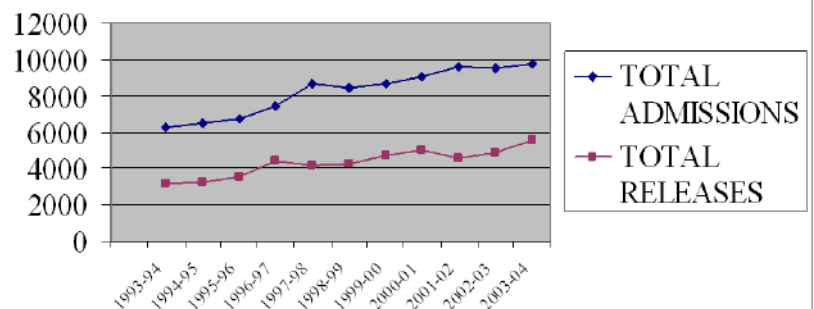
## TRANSITION COMMUNITY PROGRAM ATTRIBUTES

- Approximately nine month program
- Provides residential transitional release services
- Assessment of criminogenic issues, substance abuse, employment and vocational training, socialization and family relationships
- Program plans for each participant in the program
- Drug testing
- Monthly program compliance reviews
- Mandatory community service
- Focus on employment and job retention
- Fees assessed to off-set costs
- Setting is a modified therapeutic community.

## PROGRAM SERVICES FOR TRANSITION COMMUNITIES

- Job readiness/placement
- Relapse prevention
- Life skills
- Family reunification
- Victim impact awareness
- Cognitive behavioral program
- Building support teams
- Discharge planning
- Anger management
- Community Service
- Domestic violence
- Parole preparation

## FELONY ADMISSION AND RELEASES IN THE TDOC FY 93/94 - 03/04





## Tennessee Department of Correction Receives \$3.5 Million to Address Employee Compensation Issues

Tennessee Department of Correction Acting Commissioner Gayle Ray is pleased to announce the department received \$3.5 million of the \$7.2 million class compensation funds available and distributed by the Department of Personnel. The funds primarily impacted entry level correctional officer salaries and several nursing positions.

"We are extremely pleased that the department is collecting such a generous portion of the available class compensation dollars this year," said Ray. "These funds will certainly help us to address the pay inequity that exists for correctional officers, nurses and other positions and should provide a major boost to the department's recruitment and retention efforts."

"We realize that there are many other employees who deserve salary increases and are hopeful that efforts to solve the compression issue will bring relief in the near future," added Ray.

Through Public Chapter 503, the General Assembly directed the Department of Personnel and the Tennessee State Employees Association to conduct a joint study to address the issue of compression of state employees' salaries, as well as the development of a compression plan. The recommendations and findings are to be reported by October 15, 2005.

The employee compensation funds will effect the following TDOC positions:

- Raise the entry level hiring range for correctional officers, correctional clerical officer and correctional corporal by approximately five percent. The adjusted minimum for correctional officers and correctional clerical officers becomes \$1,922/month and corporal adjusted minimum becomes \$2,008/month. Those CO, CCO and Corporal positions currently above the adjusted minimum will not receive an additional increase.
- Seven positions that also reside within TDOC are receiving a one step class upgrade, also known as a position upgrade, which is a 4.5 percent salary adjustment. Those positions are Boiler 1 and 2, Facility Administrator 2, Food Steward 1 and 2, Telephone Operator 1 and Nurse Assistant 2.
- In addition, the parity rates are being raised for select institutions within certain agencies for the registered nurse series. For TDOC, this will affect RN and LPN positions at Brushy Mountain Correctional Complex, Wayne County Boot Camp and Southeastern Tennessee State Regional Correctional Facility and LPN positions at DeBerry Special Needs Facility. The Department of Personnel is also providing a two percent salary increase to all employees in the Registered Nurse series and LPN series. ■

## Brushy Mountain Correctional Complex Warden Jack Morgan Announces Retirement effective August 15, 2005

The Tennessee Department of Correction and staff at Brushy Mountain received sad news in July when Warden Jack Morgan announced his plans to retire on August 15, 2005.

Warden Morgan is a 31-year employee of the Tennessee Department of Correction. He started as a correctional officer in June 1974 and worked his way up to become the last warden of the historic Tennessee State Penitentiary in 1988.

When the facility closed, Morgan was transferred to Middle Tennessee Reception Center, where he also served as warden. He later ran the Nashville Community Service Center and Turney Center Industrial Prison and Farm, before being appointed as warden at Brushy Mountain Correctional Complex. Morgan also worked in the Central Office Records Department.

Morgan, who is a Vietnam veteran, is a graduate of Macon County High School and Middle Tennessee State University. He and his wife Cindy have a son and three daughters.

Morgan's retirement from state service is a major loss to the department. We wish Jack the very best in his retirement and future endeavors! ■



L-R: Warden Morgan, Comm. Ray, Warden Mills, Sherry Oody



Warden Morgan says farewell.

# Tennessee Department of Correction

## Acting Commissioner Gayle Ray Presents Medals of Valor to Deserving Officers

**A**cting Commissioner Gayle Ray in the past few weeks had the honor of presenting the Department of Correction Medals of Valor to two deserving correctional officers. Nominations for these medals were delivered to the recognition review committee by the wardens, and presented to the commissioner for final approval.

"Tennessee Department of Correction employees face difficult situations on the job each and every day," said Commissioner Ray. "Sometimes there are a few special individuals who go above and beyond the call of duty by performing an act of bravery, valor or amazing heroism that avert emergencies or saves a life."

### MEDAL OF VALOR- SERGEANT TERRY CALDWELL



*Left to right Warden Jack Morgan, Acting Commissioner Gayle Ray, Sgt. Caldwell, Assistant Commissioner Roland Colson, Dep. Warden Jim Worthington.*

Ray first awarded Brushy Mountain Correctional Complex Sergeant Terry Caldwell with the Medal of Valor on July 26, 2005. On December 23, 2004, inmates from the A-block were in the dining room when inmate Phillip Davis began to choke. Inmate Davis could not breathe and was in extreme respiratory distress. Without hesitation, Sgt. Caldwell performed the Heimlich maneuver and dislodged the object from the inmate's throat, and he began to breathe normally within a few minutes.

This swift action saved the life of inmate Davis. Without performing this proven, life-saving maneuver, the inmate could have easily choked to death. Sergeant Caldwell demonstrated true professionalism.

### MEDAL OF VALOR- CORRECTIONAL OFFICER CHRIS SMITH

On August 1, 2005, Ray presented the Medal of Valor to Northwest Correctional Complex Correctional Officer Chris Smith. On December 28, 2004, CO Smith heard a Code 1 "Officer Needs Assistance" called in Housing Unit N14. Sergeant Cravens, Officer Wyatt and Officer Underwood had entered the unit to retrieve an

inmate's property that had been placed on pending protective custody status and while performing this task, the officers were attacked by several inmates. Sgt. Cravens was kicked in the chest causing him to fall from the top of the unit stairs causing serious bodily injury. CO Smith observed that his fellow officer was incapacitated and unable to defend himself, and responded by shielding Cravens' head and facial area with his body. Smith also pulled Cravens from the building to safety, all while receiving multiple blows from the inmates. Due to this selfless act, Sgt. Cravens' injuries were non-life threatening.



*Left to right Warden Tony Parker, Acting Commissioner Gayle Ray, CO Smith, Dep. Warden Tommy Mills*

CO Smith clearly demonstrated heroism by placing himself in front of vicious strikes to protect a fellow officer who could not defend himself, neglecting his own safety.

"Sergeant Caldwell and Correctional Officer Smith are very deserving of the TDOC Medal of Valor for their extraordinary actions. I personally wanted to thank them for performing their duties in such an exceptional manner and let them know their actions serve as an example for all correctional staff."

A Certificate of Accommodation was recently awarded to Northwest Correctional Complex Lieutenant Bryant Watson. On September 28, 2004, Watson observed suspicious actions of an employee and three inmates as they were entering and leaving the laundry building. This behavior led Watson to investigate further, dispatching two yard officers to search the inmates. When the yard officers searched the inmates, they found eight packets of marijuana that combined had a total weight of almost two pounds. The staff member later admitted to Internal Affairs that he brought the drugs into the correctional facility, was terminated and faces future felony charges. The inmates were disciplined for possession of contraband.

To recognize a deserving staff member, contact your warden for details on proper submission of nominations for the TDOC Medal of Valor or Medal of Merit. ■



## National Institute of Corrections/Management Development for the Future Students Attend Phase II in Chattanooga

What do tinker toys, the Chattanooga Choo-Choo and management development have in common? A lot if you are one of the NIC/MDF students involved in completing Phase II of the training held June 27-30, 2005 at the Read House Hotel in Chattanooga.

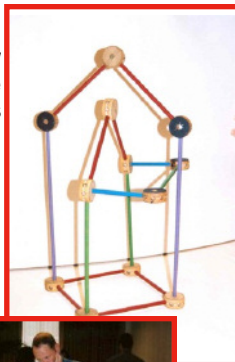
Twenty-six students from all TDOC facilities, TCA and Central Office worked throughout the week on a variety of projects, one of which brought the most laughter as well as frustration while completing tinker toy structures.

The students also made formal presentations of their six completed projects which involved many hours of meetings, planning and strategizing. These were presented to the Acting Commissioner, Assistant Commissioners, and Wardens. The information from these projects will be further reviewed by executive staff and implemented if appropriate.

Projects included:

- **Proposal for New or Augmented Rating System for TDOC:** team members were Doug Garrett, Roderick Scott, Darlene Scott, Stanton Heidle, Sandra Hall and Patrick Ryan. Sponsor for this group was Warden Howard Carlton
- **Development of Rewards Program for Employees who Pursue Development Opportunities:** team members included Betty Allison, Jim Brown, Mike Johnson, Vicky Kirby, Janet Riddle, Steve Gatlin, Burton Mixer and Terry Maynard. Mike Dutton and Sam DiNicola served as sponsors.
- **Development of Administrative Segregation Step Down Program:** team members were Brandon Maloney, Bob Walls, Carl Owens, Rivers Perry and Sharon Taylor. Warden David Mills served as sponsor.
- **Monetary Incentives for Performance, Education and Special Skills:** team members were Valerie Oliver and Scotty Smith with former Warden Linda Dodson and Deputy Warden Gil Mathis serving as sponsors.
- **Pros and Cons of Cook Chill:** team included Pam Ryan, Mike Roberts, Mark Turney and Eric Hardison, with Flora Holland serving as sponsor.
- **Revamp and Revise Mentor Program:** team members were Grace Idusuyi and Todd Wiggins, with Ms. Holland and Ms. Dodson serving as sponsors.

The students will be working on three new projects in the months ahead and will be presenting their findings and recommendations at the Phase III meeting. ■



## TDOC Legislative Review

The Department of Correction experienced a busy legislative session this year, with a number of proposed bills filed and subsequently a number of these passed to become laws that impact our employees or the way we do business.

Attached is a summary of significant legislation that passed during the 2005 legislative session that affects TDOC.

Subject	Summary
Acceptance of Gifts & Donations	Authorizes the commissioner or the appointing authority of a state department or agency to accept donated items of personal property with a value up to \$5,000. Any gift valued over \$5,000 will require approval of the Governor. Requires all gifts to be reported to the Commissioner of Finance and Administration within 30 days of acceptance.
Authority to Collect & Use Supervision Fees	Restores DOC authority to collect a supervision fee from offenders in work or pre-release programs and to use the funds to support work release and pre-release programs. The department's authority was inadvertently deleted in 1998 when Probation merged with the Board of Parole.
Transfer of CSA Employees	Authorizes transfers for employees of Community Service Agencies that provide correctional health services at DOC facilities to the department on or before July 1, 2005. These employees will continue service without loss of benefits including participation in the state retirement system and career service status.
Reporting Inmate Deaths	Requires the department to report within ten business days the death of any inmate in a DOC facility to the state senator and state representative representing the inmate based on the inmate's home address in Tennessee.
Inmate Work Hours	Amends the statute regarding work or education hours for inmates in sufficient health. Current law provides that the work of inmates will be generally six hours per day during regular work days throughout the year. This act changes the hours to generally six hours to eight hours, but does not mandate or require eight hours.
Transfer of Inmates to TDOC	Requires sheriffs to promptly transfer an inmate sentenced to the department who is being housed in the jail awaiting intake when requested in writing to do so by the TDOC. If a sheriff fails to transfer the inmate, the department would be required to withhold reimbursement for the inmate for any day or portion of a day that the sheriff fails to comply.
Procurement Limits	Increases the dollar amount of a procurement that may be made by departments or agencies without requisitioning the items or services through the Department of General Services from \$2,000 to \$5,000.
CO Pay Plan	Requires the commissioner of correction to formulate and implement a compensation plan for correctional officers by which such officers are paid at least the average compensation of COs in the southeastern United States with similar qualifications and years of service. The plan will be revised annually and reported to the General Assembly. The plan will only be implemented in years in which funds are appropriated to pay the average compensation as determined by the survey.
401(k)	Changes the state match to the employee's 401(k) contribution from a maximum of \$20 per month to a maximum of \$20 per month or higher, as set in the annual Appropriations Act. This year the state match will be \$30.

# Statewide News

## WEST TENNESSEE

**WTSP-** In March 2005, WTSP adopted eight horses through the Wild Horses and Burrow Adoption Center in Cross Plains, TN. These horses came from the Sheldon National Wildlife Refuge in Nevada through the U.S. Fish and Wildlife Service relocation and adoption program. Since receiving the horses, progress has been made daily. As you can see in the photo, the horses have developed and adapted very well since coming to WTSP.



On Thursday, June 9, WTSP held a ribbon cutting ceremony for the West Tennessee Correctional Museum. WTSP had several retirees in attendance, as well as local and state officials. Former Warden Jimmy Harrison was the official ribbon cutter. Visitors were able to tour the museum and light refreshments were served. Anyone wishing to set up an appointment to visit the museum can call 731-738-5044, ext. 2209.

**MLCC-** Mark Luttrell Correctional Center, Federal Corrections Institute, Shelby County Division of Corrections and Shelby County Sheriff's Office-Jail Division have partnered with area universities to develop a degree program specifically for corrections professionals. The degree is a Bachelor of Professional Studies in Correctional Administration with a concentration in management and leadership. The initial concept of this program is to develop future leaders for the department, but does not discount tenured employees. This

program is available at the University of Memphis and Christian Brothers University, with Southwest Community College coming on board soon. This will be an opportunity for all correctional entities, such as state, county, federal, private industry, jailers, probation and parole, and community corrections to develop their careers on a professional level. A Certificate Program through the University of Memphis has also been developed as another option for professional development.

**NWCX-** Instructor Gerald Bell and his Advanced Building Trades class at NWCX completed renovations at the St. John No. 2 Missionary Baptist Church. Instructor Bell and his class worked diligently for months on the renovations. They built a new classroom, audio room, two restrooms and a sign for the front of the church. The class also bricked the front of the church.



"Words cannot express the heartfelt gratitude and appreciation the church members have for the outstanding job Instructor Bell and his class did on the renovations," said Daisy Parks, spokesperson and long-time member of the church.

Parks stated that all the church members were just overwhelmed by the end result. She also stated there will be a dedication ceremony sometime in the near future to show their appreciation. ■

## MIDDLE TENNESSEE

**TDOD Middle Region Garden Update-** The TDOD Middle Region garden is having a very good year!



As you can see from the photo, a 700-pound tomato delivery is headed to the institutions. We are currently averaging three truck loads a week of tomatoes (approx. 2,000 pounds per week) and the total 5,000 tomato plants are yet to reach full production. We expect to be delivering 3,000-4,000 pounds of tomatoes per week at full production by mid-August. We have also been delivering cabbage, corn, and squash with projected harvesting of cantaloupe and watermelon in the coming weeks.

Our thanks to CBCX Site 2/Annex for providing work crews, Sgt. Griffith of Central Maintenance/Landscape, Officer Ewing from DSNF, and Officer Campbell from CBCX II. These groups have endured near record-breaking heat to ensure maximum yields from the fields. Hats off!

**CBCX-** A first for CBCX happened on May 25, 2005: Warden Locke participated in the CBCX 3-mile run. Congratulations to everyone who took part in the run, including the winner of the this year's race Keith Woodall, a Nashville Strider; 2nd place was inmate Craig Nunn and third place was Bruce Tanksley, also a Nashville Strider.

**DSNF-** On June 9, 2005, DSNF gave a surprise "side walk cook-out" for its staff. There was no special reason for this other than a way to

*Cont. next page*



## Statewide News Continued

## MIDDLE TENNESSEE continued...

say thanks to the staff that works to get the job done everyday. The cook out was staged at the main entry area into the facility and included hot dogs, burgers, chips, and drinks (soft of course).



Warden Bob Waller said this was an idea that he and some of his staff had chatted about, but said the staff deserves the credit...they planned and cooked, and several staff worked especially hard to improve our entire staff's morale.

**TPFW-** On June 1, 2005, Jewel Steele assumed the duties of warden at the Tennessee Prison for Women upon the retirement of Warden Linda Dodson. Ms. Steele was previously the Director of Mental Health Services at the DeBerry Special Needs Facility, and has been with TDOC for twenty-three years. She began her career as a psychiatric social worker at DeBerry Correctional Institute in 1981, and was later selected to serve on the expansion team charged with developing policies and procedures for the new Lois DeBerry Special Needs Facility, where she initially served as a unit program director.

**TCIP-** During the past quarter, Warden Wayne Brandon and staff have hosted Correctional Officer's Day, Administration staff appreciation day and most recently, Family Day on July 21, 2005.

Over 80 family members arrived at the facility for a tour of the facility with many of them had never been inside a prison. They were impressed with the operation and positive attitudes of both employees and inmates. Dinner was served on the picnic grounds and family visitors were served smoked chicken, BBQ ham, salmon, baked beans, potato salad, pecan pies and soft drinks.



Each visitor was recognized with an award presented by Warden Brandon for their support and sacrifices they make for their family member who works at TCIP. A drawing for door prizes was held and several inmate-made jewelry boxes, checker boards, and picture frames were awarded. All of these events have been a great success for all involved.

There have also been several promotions at TCIP, including the announcement of TCIP's new Deputy Warden James Fortner and Captain Ricky Mathis.

**TCA-** The Tennessee Correction Academy closed out the fiscal year on June 30 after accruing some impressive statistics. Total attendance for the year was 6,465, with over 1,200 having been trained either through our new distance learning technology or via programs delivered by academy instructors at the institutions. ■

## EAST TENNESSEE

**STSRFC-** On July 26, 2005, STSRFC maintenance staff presented the completed construction of mock cells from the design of the expansion projects at BMCX and STSRFC. Staff from central office, including Acting Commissioner Gayle Ray and Assistant Commissioner Roland Colson, BMCX staff including Warden Jack Morgan and Deputy Warden Jim Worthington, TRICOR and representatives from the architectural and engineering companies were on-hand to review the cells and provide feedback on design and security.

After the tour of the mock cells, participants were treated to a catfish and barbecue lunch. As an extra surprise, Warden Morgan was presented with a chocolate cake to celebrate his birthday.

**NECX-** NECX recognized the following staff on July 1, 2005 during an appreciation luncheon:

**NURSE OF THE YEAR:** Scarlet Farley was hired in May 2002 and has proven to be an outstanding 2nd shift charge nurse. Ms. Farley has a great attitude and all staff enjoys working with her. Ms. Farley an asset to our NECX Medical Department.

**TEACHER OF THE YEAR:** Jeff Lewis teaches the Interior-Exterior Landscaping Class and along with his students, has been responsible for constructing and managing the program's greenhouse. Jeff assists the long lines gardening effort with the beginner plants and the yard crew with attractive borders and planting areas. He is a graduate of the University of Tennessee and lives in Johnson County. Jeff and his wife are very active in the community and church endeavors.

**OFFICER OF THE YEAR:** Officer Shawn Ward has been employed since 1997, and has worked in different posts throughout his tenure. Ward is respected among his fellow staff members both professionally

and personally. He is dependable, arriving to work promptly each day and often volunteers to complete tasks beyond his general duties.

**SUPERVISOR OF THE YEAR:** Corporal Jamie Proffitt was hired at NECX in 1995 as a Correctional Officer. He is highly motivated, learning as much as possible by constantly observing his superiors, reading policy and procedure manuals and asking questions. He is currently assigned as the Field Training Officer in the NECX Training Department. Jamie has been recognized for his ability to motivate newly hired officers.

**Service Awards to Medical Department:** Several employees received service awards. Pictured are Orpha Gentry (10 yrs); Sue Chafin (5 yrs); Brenda Townsend (15 yrs); Sherry Freeman (10 yrs) and Jerry Hayes (15 yrs). NECX is pleased to have these medical department staff become official state employees.



**BMCX-** Staff members have been celebrating The Year of the Correctional Employee over the past several months. In May, Correctional Officers Month was celebrated in conjunction with our annual inspection by having a Mexican fiesta. Chicken and steak fajitas with the usual toppings were served along with other traditional Mexican dishes. Drawings were held for door prizes and everyone had a great time enjoying the "non-traditional" meal.

In June, BMCX recognized the administrative staff with a burrito breakfast bar served in the outside visiting areas at both sites. This event was a hit and staff welcomed the change from the ordinary morning routine. ■



## Close-up on

*Dr. Lester Lewis*



On June 27, 2005, Director of Health Services Donna White announced that Dr. Lester L. Lewis, Jr. of Brentwood has joined the Department of Correction, accepting the position of State Medical Director. Lewis fills the post vacated by Dr. Donald Boatright who retired from state service in May 2005.

"We are fortunate to have Dr. Lewis join the department's health services division," said White. "His 13 years of correctional health care experience, as well as his knowledge and experience of Tennessee's operations, will provide

for a smooth transition into this new position with TDOC. Dr. Lewis' understanding of medical contract management will also be valuable to TDOC as the department will be entering into a new medical contract in 2006."

Since August 2004, Dr. Lewis has served as a contracted physician for Corrections Corporation of America's (CCA) South Central Correctional Facility in Clifton, Tenn. He has also worked as Tennessee regional medical director for Correctional Medical Services, corporate medical director for Prison Health Services, Inc. and state medical director for the Pennsylvania Department of Corrections' Bureau of Health Care Services.

"I am very excited about the opportunity to support the efforts of the Department of Correction staff in providing care to the inmate population we serve," said Lewis. "My experience working at various institutions in Tennessee has been rewarding and I have come to know the department and provider staff as professionals dedicated to making Tennessee one of the finest correctional systems in the country. I hope to make a positive contribution to the health status of those to whom we provide care." ■

## Announcements...

The Department of Correction is pleased to announce that former TDOC Internal Affairs Director Darrell Alley has returned to the division in a consultant role for a 120-day appointment. In addition, Internal Affairs Agent Don Dunaway has been appointed Acting Director for the division.

Assistant Commissioner of Rehabilitative Services Jim Cosby recently announced two new staff members appointed to positions in central office:

Effective August 1st, Leonard Adams formerly stationed at the Training Academy and a former counselor at CBCX, joined the Rehabilitation Services staff as the Assistant Director of Education.

Additionally, Richard Dixon, project manager for Tennessee Bridges and former counselor at SCCF will serve as the Director of Volunteer Services.

Both will bring a wealth of knowledge and enthusiasm to the division. Please join Assistant Commissioner Cosby in welcoming them to the team.

Congratulations to the following Central Office Human Resources promotions:

Kathy Hiller is replacing Vicky Parker as the Personnel Analyst. Kathy will be handling all transactions (registers, insurance, data capture, etc.) for Central Office. She has been with the department for nearly eight years and has been in Central Office Human Resources for over four years. Kathy has been a valuable part of the human resources office and they are excited that she has accepted this new position.

Dana Reed will replace Kathy Hiller as the Personnel Transactions Supervisor. She will be handling DeBerry Special Needs Facility, West Tennessee State Penitentiary, Northwest Correctional Complex, and will handle the Fence Detection employees in the field, as well as Hardeman County, Whiteville, and South Central employees. In addition, she will continue to handle all workers' comp claims for the department. Dana is an asset to the Human Resources Office and is most deserving of this promotion. ■

## 2005 TDOC Service Awards

The 2005 TDOC Service Awards Ceremony was held on Friday, May 20, 2005 in the Rachel Jackson State Office Building in Nashville. Department of Correction officials expressed their gratitude for these service milestones and congratulations to the following employees honored:

Employee	Years of Service	Employee	Years of Service	Employee	Years of Service	Employee	Years of Service
Susan McMillan	35	Wynema Helms	20	Flora Holland	10	Lisa Henson	5
Roger Coffelt	30	Carolyn Jordan	20	Norma Johnson	10	William Howell	5
James Fortner	30	Jeannetta Kimbro	20	Toni Miller	10	Dorothy Jordan	5
J. Hayes	30	Robert McKinney	20	Amber Phillips	10	Valeria Kolison	5
Joe Stroud	30	Penny Tucker	20	Cynthia Alshaer	5	Julia Mapp	5
James Brown	25	Pam Hyler	15	Janice Brown	5	Dana Reed	5
Joseph Gallaher	25	Lorraine Rea	15	Brantalon Carmichael	5	John Watkins	5
Linda Lewis	25	Jason Woodall	15	Mary Carpenter	5		
Sharon Shipp	25	Rickey Barbee	10	Paten Gillihan	5		
Mary Allgood	20	Marcia Campey	10	Elizabeth Hamm	5		

# *Riverbend Maximum Security Institution's "Fitness in '05" Program*

By: Dianne Travis

As a result of the December 2004 Warden's Meeting, in which the wardens were challenged to come up with an innovative employee program, Warden Ricky Bell initiated a year-long program to encourage RMSI employees to work toward a healthier lifestyle.

"After my heart attack last year, I had to make changes in my lifestyle if I wanted to remain healthy and live longer," said Warden Bell. "I had read that the lifespan for the general population is 76 years of age, but the lifespan for a correctional employee is only 56 years old. That is a significant difference and I felt that I needed to do something to encourage our staff to become healthier and improve those statistics. RMSI's fitness program is my attempt to offer assistance."

Beginning in January 2005, a day-long health fair was held in the Training Center.

Represented were a fitness trainer, dieticians, a dental assistant, a chiropractor, a substance abuse counselor and a representative from the Metropolitan Health Department who offered assistance with smoking cessation. Three of the chiropractor's assistants were also on hand giving free "mini" massages.

Brochures and handouts were available regarding men's and women's health concerns, heart health, diet and exercise, and healthy recipes, to name a few.

Since that time, the Metro Health Department sent a staff member to Riverbend to hold a class on smoking cessation. Twenty-six RMSI employees attended this session.

A strength training class

was started in March, led by the fitness trainer who attended the health fair. Fourteen RMSI employees participated in this class, which took place three times a week for two months.

Warden Bell also started, and participates in, an exercise program that he named "Fitness in '05, Working Towards a Brighter Future." Staff members were asked to complete 25 hours of exercise within a two-month period. That could include walking, strength training, jogging and any other type of exercise. To date, 28 staff members have earned a specially designed T-shirt and a certificate for completing the program. Others are working now to reach that goal. ■



*Dianne Travis trying out strength training equipment with Jason, RMSI's instructor.*



*Warden Bell presents a T-shirt and certificate to Tim Terry for completing his 25 hours of exercise.*

## **TDOC Newsline**

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